High Sick Leave Consumption
Parking Authority of River City (PARC)

LouieStat

KPI Owner: Gerald Howell | **Process: Sick Leave Management**

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Avg 4 employees/15% last 2 yrs. Goal: Reduce the number of employees with high sick leave, to meet LMG 11.72% Rate Benchmark: 11.72% LMG Top Quartile 2/13/16	Data Source: Payable Time Peoplesoft Goal Source: PARC Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of employees who used 9 or more out of 12 sick [1]days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Educating and coaching employees on healthy measures: taking advantage of the Health & Wellness center.

How Are We Doing?

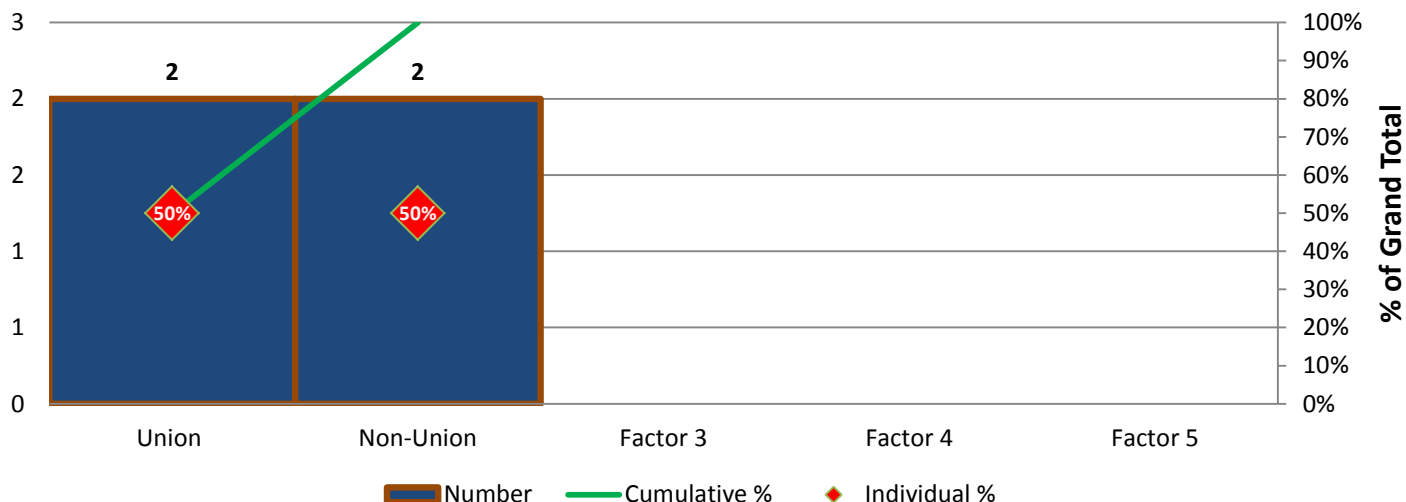| Mar2015-Feb2016 12 Month Avg Goal	Mar2015-Feb2016 12 Month Average		Feb2016 Goal	Feb2016 Actual	
4	**4**	(traffic light - green)	**4**	**4**	(traffic light - green)
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

Good
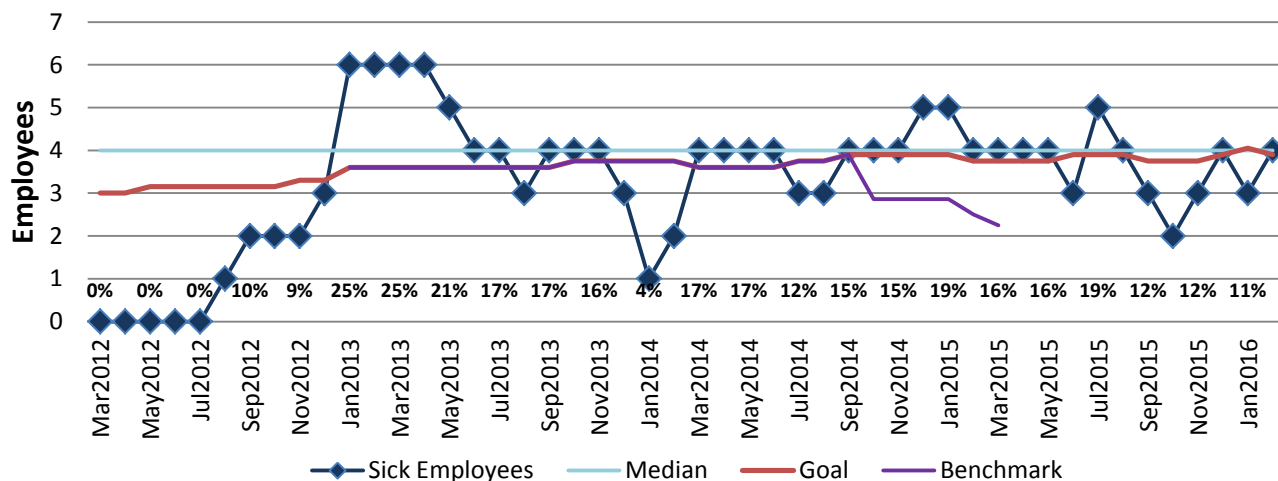
Mar2015-Feb2016 Pareto Analysis

Report Generated: 04/05/2016

Data Expires: 04/07/2016

[1]A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract